



# ASPIRA, Inc. OF NEW JERSEY



LEADERSHIP  
THROUGH  
EDUCATION

## EXECUTIVE OFFICE

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NOEMI VELAZQUEZ  
CHAIRPERSON

ROBERTO DEL RIOS M.S.W.  
EXECUTIVE DIRECTOR

### BOARD OF DIRECTORS

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## CONTRACT OF EMPLOYMENT

TO: Mr. Roberto Del Rios

FROM: The Board of Director of  
ASPIRA, Inc. of New Jersey

DATE: September 20, 1996

Where as: the Board of Director of ASPIRA, Inc. of New Jersey have fulfilled their duties in evaluating Mr. Roberto Del Rios' performance for the fiscal year 1995-1996, we hereby bring forth the following contract as agreed upon at the June, 1996 Board meeting. Let it be known that the Board of Directors agreed unanimously to renew Mr. Del Rios' contract with the following stipulations:

(1) Due to the agency's financial status the Board has unanimously agree that a bonus cannot be appropriated at this time..

(2) Given contract will begin October 1, 1996 and elapse April 1, 1997 at which time the Board of Directors will reevaluate Mr. Del Rios' job performance for reconsideration of his contract..

(3) Prior to the commencement of the contract the Chairperson of the Board of Directors, Noemi Velazquez, will meet with Mr. Del Rios to discuss and outline a professional improvement plan, which will demonstrate Mr. Del Rios effectiveness in the following areas:

- (a) Fund Raising
- (b) Advocacy

Contract of Employment  
Roberto Del Rios

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The Board of Directors  
September 20, 1996

Where as: this plan will demonstrate Mr. Del Rios' ability to improve management as well as program development.

Where as: this plan will effectively respond to the needs and recommendations of the Board of Directors.

Where as: this plan will demonstrate Mr. Del Rios' ability to manage fiscal and budgetary matters.

Where as: this professional improvement plan will be prepared and presented at the September 28, 1996 Board Meeting.

Therefore: as part of this improvement plan Mr. Del Rios will submit written monthly reports citing initiatives (what progress), proposals (status and follow-up), timeliness /deadlines for the initiatives and proposals (met/not met). Written reports should include the monthly fiscal and budgetary status of the agency as well as any issues of concern.

Where as: this contract is legal and binding, therefore the ASPIRA, Inc. of New Jersey Board of Directors hereby expect that Mr. Roberto Del Rios professionally and adequately fulfill the responsibilities of Executive Director of ASPIRA, Inc. of New Jersey as clearly define in given document, rating a performance level no lower than 3.8.

Executive Director

  
Signature

9/21/96  
Date

Chairperson

  
Signature

9/21/96  
Date

Vice Chair of Personnel

Signature

Date

Secretary

Signature

Date